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IOWA EMPLOYMENT
RELATIONS BOARD

AGREEMENT

Between

SHELBY COUNTY, IOWA

and

**SHELBY COUNTY
SECONDARY ROAD EMPLOYEE ORGANIZATION
AFSCME Iowa Council 61
Local 1014-2**

July 1, 2007 to June 30, 2010

INDEX

AGREEMENT	1
ARTICLE 1 RECOGNITION	1
ARTICLE 2 RIGHTS AND RESPONSIBILITIES	1
ARTICLE 3 DUES CHECK OFF	2
ARTICLE 4 HOURS OF EMPLOYMENT	3
ARTICLE 5 OVERTIME PAY	3
ARTICLE 6 SICK LEAVE AND EMERGENCY LEAVE	4
ARTICLE 7 ACCIDENT LEAVE	5
ARTICLE 8 HOLIDAYS	6
ARTICLE 9 VACATION	7
ARTICLE 10 MILITARY LEAVE	8
ARTICLE 11 JURY DUTY	8
ARTICLE 12 FUNERAL LEAVE	9
ARTICLE 13 LEAVE OF ABSENCE	9
ARTICLE 14 INSURANCE	9
ARTICLE 15 CALL-IN PAY	10
ARTICLE 16 SAFETY CLOTHING	10
ARTICLE 17 GRIEVANCE PROCEDURE	11
ARTICLE 18 IMPASSE PROCEEDING	12
ARTICLE 19 JOB CLASSIFICATIONS, ASSIGNMENTS AND COMPENSATION	12
ARTICLE 20 LAYOFF AND RECALL	13
ARTICLE 21	13
ARTICLE 22 LONGEVITY	13
ARTICLE 23 PAYRATES	14
ARTICLE 24 DISCIPLINE AND TERMINATION POLICY	14
ARTICLE 25 COMPLETE AGREEMENT	14
ARTICLE 26 DURATION OF AGREEMENT	15
WAGE SCHEDULES	16

AGREEMENT

THIS AGREEMENT entered into this _____ day of _____, 2007, by and between SHELBY COUNTY, IOWA, hereinafter referred to as the "Employer", and the SHELBY COUNTY SECONDARY ROAD EMPLOYEES ORGANIZATION, AFSCME IOWA COUNCIL 61, Local 1014-2, hereinafter referred to as the "Union".

WHEREAS, it is the desire of the Employer and the Union to establish, maintain and promote a harmonious working relationship between themselves, establish an equitable and peaceful procedure for the adjustment and resolution of any differences which may arise between them, to establish the rights, duties and obligations existing between the Employer and the Union.

IT IS AGREED AS FOLLOWS:

ARTICLE 1 RECOGNITION

The Employer agrees to recognize the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for the Shelby County Secondary Road employees.

ARTICLE 2 RIGHTS AND RESPONSIBILITIES

The Employer and its management shall have, except as modified by the terms of this Agreement, in addition to all powers, duties and rights established by constitutional provisions, statute, ordinance, charter or other special act, the exclusive power, duty and right to hire, suspend, discipline or discharge for cause; direct and assign work; to transfer, promote and demote; to increase or decrease the working force of public employees; take such actions as may be necessary to carry out the mission of the Employer; initiate, prepare, certify and administer the County budget; and further exercise all powers and duties granted to it by law, including but limited to all the Employer's rights listed in Chapter 20.7 of the 1991 Code of Iowa.

The Employer shall continue to make all reasonable provisions for the safety and health of its employees; authorize and provide protective equipment and other devices necessary to properly protect employees from injury and sickness; and designate the use of such equipment and devices as deemed necessary.

The Union recognizes that it also has certain responsibilities as the exclusive bargaining agent of the employees within the bargaining unit, and realizes that in order to provide maximum opportunities for continuing employment and fair compensation, the Employer must be able to operate efficiently and at the lowest possible cost. The Union, therefore, agrees to cooperate in the attainment of the goals and agrees to the following:

1. That it will cooperate with the Employer and support its efforts to assure a full and fair day's work on the part of its employees.
2. That it will actively encourage conduct that will promote safety for both personnel and County equipment.
3. That it will actively combat absenteeism and any other practice which restrict the efficient operation of the Employer.
4. That it will earnestly strive to improve and strengthen good will between and among the County and its employees, the bargaining unit and the public.

ARTICLE 3 DUES CHECK OFF

The Employer shall deduct Union dues from the pay of employees under the following terms and conditions:

1. Dues will be deducted only from the pay of those employees who have requested such deduction in writing.
2. Dues deduction may be terminated by an employee on thirty (30) days' written notice to the Employer and the Union.
3. The local Union president and treasurer shall certify to the Shelby County Auditor the amount of dues to be deducted from each paycheck and transmit a copy of the signed dues check off card.
4. The amount of dues to be deducted shall be changed no more than once per year.
5. The Employer shall remit the dues to the Union official designated, in writing, including a list of those employees paying dues.

It is expressly understood that the Employer assumes no obligation to the Union of any dues during the time that an employee is not actually working for the Employer, actually on the payroll of the Employer, and does not have a valid check off card in the Employer's possession. In the event of an error on the check off list, the Employer will not be responsible to make any

retroactive adjustment. After being notified of any error by the treasurer of the local Union, the Employer will then follow the deduction procedures as outlined above.

The Union shall indemnify and hold the Employer harmless against any and all claims, suits, orders and judgments brought or issued against the Employer as a result of any action taken or not taken under the provisions of this Article.

ARTICLE 4 HOURS OF EMPLOYMENT

The official workweek for employees covered by this Agreement, for payroll purposes, shall start at 12:01 AM on Friday and end at 12:00 PM on Thursday evening. The standard workweek for all employees shall consist of five (5) working days and the working hours will be as follows:

7:30 AM to 12:00 Noon; 12:30 PM to 4:00 PM

The workday will start and end at the designated times and at the location at which the employees are directed by the Foreman or immediate supervisors. There will be one (1) fifteen (15) minute break in the morning and one (1) fifteen (15) minute break in the afternoon of each workday. Breaks are to be scheduled as close to the middle of the work period as possible, and time limits strictly observed.

All full-time employees covered by this Agreement will be guaranteed the opportunity to work thirty-six (36) hours per week, exclusive of Sunday. The hourly guarantee shall not be construed as a salary guarantee, but rather as a guarantee that the employee will be given the opportunity to work thirty-six (36) hours for which he/she will be compensated according to his/her pay.

The regular pay period will cover two (2) workweeks. Time books will be turned in on Friday morning following the end of the pay period. Paychecks will then be distributed to all employees or their authorized representative on Thursday following the end of the pay period. Time records will be kept on forms furnished by the Employer and will be reported to the nearest quarter (1/4) hour.

ARTICLE 5 OVERTIME PAY

All hours worked over forty (40) hours in any workweek will be considered overtime and paid at the rate of one and one-half (1 1/2) times the regular hourly rate. For the purpose of

computing overtime, any approved compensated time, other than leave of absence, military leave and jury duty time, shall count as time worked for the purpose of computing overtime.

Each employee may use up to twenty-four (24) hours of overtime per fiscal year as compensatory time. Compensatory time must be used by the end of the fiscal year it was earned or will be paid the last pay period in June. The compensatory time off will be granted at the discretion of the County Engineer and/or his/her designee. Twenty-four (24) hours of overtime is equivalent to 36 regular time. Unless designated by employee all overtime will be paid.

The Employer reserves the right to require all employees to work overtime when requested. When an employee is required to work on Sunday, the hours worked on Sunday will be paid at the overtime rate.

No employee shall work in excess of forty (40) hours per week without specific authorization from the County Engineer or his authorized representative, and any hours worked in excess of eight (8) hours per day will qualify for overtime pay only when they are in excess of forty (40) hours for the total workweek.

ARTICLE 6 **SICK LEAVE AND EMERGENCY LEAVE**

Sick leave will be granted to all full-time employees, at the rate of one and one-half (1 1/2) working days per each month of full-time employment. Sick leave days so granted and not used by the employee will be allowed to accumulate to a maximum total of one hundred five (105) working days.

When the employee has accumulated the maximum number of sick leave days (one hundred five [105] days), he/she will be permitted to use sick leave days earned in excess of this total in the following manner. For each annual period in which sick leave is earned but not used, the employee will be permitted to exchange four (4) days of sick leave for one (1) additional day of vacation. Vacation earned in this manner will be computed at the end of each year and will be added to the vacation time in the following year. For example, if the maximum accumulation has been attained and none of the eighteen (18) days of allowable sick leave is used in the year, the employee would be eligible for four (4) additional days of vacation in the following year. If the employee had used six (6) days of sick leave, he/she would be eligible for three (3) days of additional vacation.

All sick leave will expire on the date of separation from employment for any reason other than retirement. No employee will be paid for unused sick leave at the time of separation unless the employee is going on full retirement. Full retirement shall be defined as when an employee is no longer a full-time, permanent employee, eligible to receive sick leave benefits as defined in this Article 5.

When an employee exercises his/her option to take full retirement, the employee will receive a payment equal to fifty percent (50%) of the number of days of sick leave that has been accumulated, multiplied by the current hourly rate of pay.

Sick leave is to be used only for illness, injury, medical, dental, or optical examination or treatment. If the period of sick leave extends beyond two (2) consecutive days, an employee may be required to provide a doctor's written verification as to the nature and extent of the illness.

If an illness or off-the-job injury extends beyond an accumulated sick leave time, additional time will be charged against any vacation time earned. If the absence continues beyond the limit of accumulated sick leave and vacation time, the employee may be granted sick leave without pay, or terminated. Officially designated holidays falling within the period of sick leave will not be charged against sick leave.

Emergency leave will be granted to all full-time employees for the number of days necessary, but not to exceed five (5) days in any year. Emergency leave is to be used for the purpose of taking a member of the employee's immediate family to receive medical treatment, and may also be used for the purpose of staying with the family member during the period of treatment. The emergency leave is to be authorized by the Foreman and will be deducted from the employee's sick leave.

ARTICLE 7 ACCIDENT LEAVE

If any full time employee is temporarily disabled as the result of injuries directly related to his/her employment hereunder, he/she will be granted leave, with pay, subject to the following conditions:

1. That the injury was neither deliberate nor caused by gross negligence on the part of the employee.
2. That the employee was not guilty of a flagrant violation of a safety rule.
3. That the employee's efficiency was not impaired by the use of drugs or alcohol.

4. That physician's prognosis indicates the employee will be able to return to work.

Each employee will be required to use his/her accumulated sick leave before accident leave will be granted. Only the amount of time necessary to effect recovery from the injury will be granted based on the following schedule:

<u>Length of Service</u>	<u>Maximum Accident Leave</u>
0 -5 years	1 month (173 hours)
5-10 years	2 months (346 hours)
10-15 years	3 months (519 hours)
15 years or more	4 months (692 hours)

In the event the maximum leave limit is reached and the employee cannot return to work, he/she will be required to use any vacation time earned. If all leave and vacation time is exhausted, the employee will be placed on leave of absence without pay.

The Employer agrees that it will not supplement an employee's Workers Compensation benefit by reducing the employee's sick leave, vacation leave, or earned compensatory time entitles, unless the Employer first notifies the employee of the employee's option to supplement and the employee elects to so supplement. If the employee elects to supplement Workers Compensation with sick leave, a full day's deduction of sick leave will be made.

ARTICLE 8 HOLIDAYS

The following days shall be observed as paid holidays:

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving Day
Christmas Day
Half day off the afternoon of December 24

Additionally, each employee shall be granted one (1) day off from work for no specific purpose, to be hereinafter referred to as a "discretionary holiday", provided, however, that no "discretionary holiday" shall be granted unless the employee schedules the holiday with his/her foreman at least forty-eight (48) hours in advance.

All full-time employees shall be eligible for holiday pay of eight (8) hours, providing, however, the employee has worked the last scheduled workday before the holiday or the first scheduled workday after the holiday, unless such employee shall have been excused by his/her immediate supervisor.

Should one of these holidays, except December 24, fall on a Saturday, it shall be observed on Friday, and when it falls on Sunday, it shall be observed on Monday.

ARTICLE 9 VACATION

Permanent employees will be granted an annual paid vacation for the periods specified below, based on the following service requirement:

<u>Service Requirement</u>	<u>Vacation Period</u>
0 through 1 year	0 days
After 1 year	5 days
After 2 years	5 days
After 3 years	10 days
After 4 years	10 days
After 5 years	10 days
After 6 years	11 days
After 7 years	12 days
After 8 years	13 days
After 9 years	14 days
After 10 years	15 days
After 12 years	16 days
After 14 years	17 days
After 16 years	18 days
After 18 years	19 days
After 20 years	20 days

In the event a holiday falls within the vacation period, an extension of one (1) day of vacation will be allowed. Vacation is earned on an annual basis figured from the date of employment. The maximum number of accrued vacation days, which can be carried at any one time, is the amount equivalent to one and one-half (1 1/2) times the annual vacation due the employee. This would also include unused sick leave converted into vacation days at the established rate: Vacation time may be taken at a minimum increments of one-half (1/2) day (4 hours.).

For the purpose of this Agreement, vacation accrual time shall include the time actually worked on the job, paid sick leave, holidays, vacations, jury duty, military reserve time and authorized absences.

In the event an employee is separated by layoff, resignation, retirement or death, he/she or his/her estate will have paid to it an amount equal to any unused vacation time he/she may have earned. For the purpose of this Agreement, unused vacation time for less than a full year of eligible employment shall be pro-rated on the basis of whole months of employment and computed to the next lowest whole day. This pro-rated payment will not be made during the first year of employment. An employee who is discharged for good cause will not be paid for any unused vacation time.

An employee may elect to take five (5) days of his/her total earned annual vacation time in one (1), two (2), three (3), or four (4) day groupings. Any vacation time in excess of this five (5) day limitation must be taken in units of one (1) week or more. Any deviation from this vacation-scheduling requirement without the prior written permission of the Foreman will result in loss of pay for the day(s) taken. Carryover of vacation is not allowed except at the discretion of the Engineer.

Vacation time must be scheduled with, and approved by, the Foreman or immediate supervisor. Except in an emergency, notice of intent to use vacation time must be given at least forty-eight (48) hours in advance of taking units less than one (1) week in length and must be given one (1) week in advance for vacation time taken in one (1) weeks units or more.

Whenever possible, an employee will be permitted to take his/her vacation at the time he/she chooses, subject to the right of the Employer to schedule, change or alter vacation schedules in such a manner as to insure the efficient operation of the Employer.

ARTICLE 10 MILITARY LEAVE

Full-time employees shall be granted a military leave for a period of up to thirty (30) days with pay as prescribed by Chapter 29A.28 of the code of Iowa.

ARTICLE 11 JURY DUTY

In the event an employee is subpoenaed or summoned for jury duty, he/she shall receive full pay equal to his/her normal work schedule, less any compensation paid to him/her for his/her

services as a juror, for the hours required to perform such duty. Employees who perform jury duty for only a portion of the regularly scheduled workday are expected to report to work when excused or released by the court. If an employee is called for jury duty, he/she shall promptly notify his/her immediate supervisor so that arrangements may be made for the employee's absence from work. Upon completion of jury duty, the employee shall present written proof of such service as a juror and indicate the amount of compensation received for performing such duty.

ARTICLE 12 FUNERAL LEAVE

All full-time employees will be allowed time off, with pay, to attend funerals on the following schedule: For attendance at the funeral of a wife, husband, child, mother, father, mother-in-law, father-in-law, brother or sister – five (5) days. For attendance at a funeral of a grandparent, grandchild, brother-in-law or sister-in-law – one (1) day. For attendance at a funeral as a pallbearer – one (1) day.

ARTICLE 13 LEAVE OF ABSENCE

Employees may be granted a leave of absence, without pay, for cause deemed justifiable by the County Engineer, provided that, in each case, written permission be obtained from the Employer before taking such leave. A maximum leave of absence, except in cases of required military service, shall be thirty (30) days, unless otherwise extended by the Employer. Any employee who does not return or overstays a leave of absence, or during that period of absence, is gainfully employed by another, will be considered to have terminated his/her employment, and if rehired, shall be considered a new employee. During said period of absence without pay, no vacation time, sick leave or other benefits will accrue to the employee.

Employees will be granted Family and Medical Leave according to County policy.

ARTICLE 14 INSURANCE

Group insurance benefits will be available to the employees upon application. The Employer will pay the premium for full family coverage for all probationary and permanent full-time employees

for the group hospital, medical, surgical and major medical insurance designated by the Shelby County Board of Supervisors.

The cost of any additional family coverage premium or premiums for other group insurance approved by the Employer will be deducted from the individual employee's salary. Prior to the Employer changing the company or association which provides the group hospital/medical insurance coverage for the County, the Union shall be permitted to participate in the selection of a successor company or association, however, the benefit level of any plan shall not be reduced.

Effective July 1, 2007, employees are responsible for the following deductibles and out-of-pocket maximums:

	Single	Family
Deductible	\$1000	\$2000
Out-of-Pocket Maximum	\$2000	\$4000

All co-insurance amounts and co-payments are paid by the employee.

Deferred Compensation – All full-time bargaining unit employees will be eligible to participate in the County's deferred compensation plan. The County will match the employee's contribution up to a maximum of \$1250.00.

ARTICLE 15 CALL-IN PAY

In the event the Employer notifies an employee of a necessity of reporting back to work at a time other than a normally scheduled work period, the employee shall receive two (2) hours of work or two (2) hours of pay, at the normally applicable rate, provided the employee does not leave sooner of his/her own accord.

ARTICLE 16 SAFETY CLOTHING

Each employee will be allowed up to fifty dollars (\$50) per year for the purchase of work clothes. The employee must submit receipt for reimbursement.

ARTICLE 17
GRIEVANCE PROCEDURE

Both parties agreed that, should the Union or any individual employee desire to process a grievance pertaining to a violation of this Agreement, the grievance should be handled according to the following manner. All grievance statements after Step 1 must be written and signed. Grievances not filed within the prescribed time limits will be considered settled. Failure by the Employer to observe time limits for any step of the grievance procedure shall entitle the employee to advance the grievance to the next step.

Step 1. Within four (4) working days of the alleged incident, an employee may initiate a verbal grievance with his/her immediate supervisor during the regular working hours. Within two (2) working days, the immediate supervisor will verbally notify the employee of his decision.

Step 2. If the grievance is not resolved in Step 1, the employee or the Union shall reduce the grievance to writing and present the grievance to the County Engineer within nine (9) working days of the alleged incident. The County Engineer shall answer the grievance in writing, a copy to the employee and a copy to the Union, within seven (7) working days following receipt of the grievance.

Step 3. If the grievance is not resolved in Step 2, the employee or the Union may, within five (5) working days following the answer or non-answer by the County Engineer, submit the grievance to the County Board of Supervisors. The County Board of Supervisors shall, within fifteen (15) working days, reply in writing to the employee and to the Union of its decision.

If, within fifteen (15) working days, the County Board of Supervisors either answers to fails to answer Step 3, the grievance may be submitted to arbitration as provided for in Chapter 20.22 of the 1985 Code of Iowa. The grievance to be arbitrated shall be submitted to an arbitrator mutually agreed upon by both the Union and the Employer. The arbitrator shall not have the power to change or modify, in part or in whole, the terms or intent of the Agreement. The decision of the arbitrator shall be binding and final, with the expenses equally shared by both parties.

Each party shall pay its own cost of preparation and presentation for arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of the stenographic reporting of the hearing shall be borne by the party requesting the same, except that the other party may request a copy of such transcript, in which case the parties shall equally divide the cost of stenographic reporting and of the transcripts. The

arbitrator shall have no power to change, alter, detract from or add to the provisions of this Agreement.

ARTICLE 18 IMPASSE PROCEEDING

In the event the Employer and the Union have failed to arrive at an employment agreement by one hundred twenty (120) days prior to the Shelby County Board of Supervisors' certified budget submission date covering the year for which the budget is being submitted, the Public Employment Relations Board shall, upon the request of either party, appoint an impartial and disinterested person to act as mediator. It shall be the function of this mediator to bring the parties together to effectuate a settlement of the dispute, but the mediator may not compel the parties to agree. If impasse persists ten (10) days after the mediator has been appointed, then the parties shall be bound by and take the step as set forth in Chapter 20.21 of the 1985 Code of Iowa with regard to binding arbitration. No variations or deviations from the procedures, as outlined above, shall be allowed without the prior written consent of the Employer and The Union.

ARTICLE 19 JOB CLASSIFICATIONS, ASSIGNMENTS AND COMPENSATION

Within the limitations of the funds available, all the employees will be paid in accordance with their current job classification and at the pay grade schedule as revised by this Agreement.

Normal entrance rates of pay shall be the minimum salary for the pay grade of the class to which a person is assigned. At the convenience of the Employer, changes in the entrance salary may be made. All new employees will be placed on a one (1) year probationary period. During this probationary period, their employment may be terminated without cause.

Employees may qualify for one step merit pay increased within the assigned pay grade at the end of periods specified in the schedule. To obtain a step increase, each employee's performance must be reviewed and a recommendation made by his/her Foreman or immediate supervisor.

If a job of higher classification becomes open, all employees will be notified and will be eligible to apply for the higher position. They will be chosen on the basis of ability, interest, past service record and length of service. An employee moving from a lower to higher classification will be placed at the starting step or step closest to the employee's current rate, whichever is higher.

An employee moving from a higher to lower classification will be placed at the same step level of the lower classification.

Grade of pay for job classification will be as follows:

<u>JOB CLASSIFICATION</u>	<u>PAY GRADE</u>
Maintenance Person	G-16
Operator I	G-18
Operator 1 A	G-19
Operator II	G-20
Operator III	G-21
Operator IV	G-22
Mechanic I	G-20
Mechanic II	G-22
Road Maintenance Foreman I	G-23
Construction Technician I	G-21
Construction Technician II	G-22
Construction Aide	G-18

ARTICLE 20 **LAYOFF AND RECALL**

The Employer will lay off its employees in order of their years of employment within the department, but employees who are essential to the efficient operation of a department because of special training or ability shall be retained. Should such occur, the Employer shall notify the Union representative. When recalling employees, the Employer will recall in reverse order from which they were laid off.

ARTICLE 21

Article deleted July 1, 1992.

ARTICLE 22 **LONGEVITY**

All regular full-time employees shall be paid longevity pay according to the following schedule:

<u>Starting with the beginning of the:</u>	<u>Amount</u>
1 st through 4 th year	None
5 th through the 9 th year	\$.05 per hour
10 th through the 14 th year	\$.10 per hour
15 th through the 19 th year	\$.15 per hour
20 th through the 24 th year	\$.20 per hour
25 th year and above	\$.25 per hour

Longevity pay will be added to the employee's hourly base rate. The amounts indicated above are not cumulative.

ARTICLE 23 PAYRATES

Effective July 1, 2007, all employees shall be given a 4.0% increase in pay, and the wage schedule shall be adjusted (see attached schedule) so the top pay step may be attained after ten (10) years of service. Effective July 1, 2008, the wage schedule will be increased by 3.5%. Effective July 1, 2009, the wage schedule will be increased by 2.0%. Effective January 1, 2010, the wage schedule will be increased by 2.0%.

ARTICLE 24 DISCIPLINE AND TERMINATION POLICY

The Employer shall not discharge or give disciplinary layoff to any employee without just cause. It is recognized and agreed that, for the benefit of employees, and to protect the rights of the Employer, certain regulations must be observed by all County employees, not to restrict them, but to protect them by assuring safe working conditions and equal treatment with fellow employees. Such rules of conduct will be posted on the bulletin board for the information and reference of all employees.

ARTICLE 25 COMPLETE AGREEMENT

Both parties acknowledge that, during the negotiations, which resulted in this Agreement, each party had the right and the opportunity to make or change proposals and articles with respect to subjects or matters not removed by law from the area of collective bargaining. The understanding and agreements arrived at by both parties after the exercise of such right and opportunity are set forth in this Agreement. The County of Shelby and the Shelby County Secondary Road Employees Union, AFSCME Local 1014-SCSR agree that, for the duration of this Agreement, the other shall not be obligated to bargain collectively with respect to any matter or subject not covered by this Agreement, even though such subject matter may or may not have been acknowledged or contemplated by either, or both parties, at the time this Agreement was negotiated.

ARTICLE 26
DURATION OF AGREEMENT

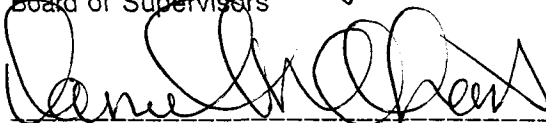
This Agreement shall be effective on July 1, 2007 and shall remain in full force and effect until its expiration date on June 30, 2010.

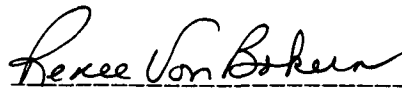
In the event any clause of provisions of this Agreement is declared invalid by reason of any existing or subsequent act of legislation, statute or by decree of any court of competent jurisdiction, the remaining portions and provisions shall not be declared invalid, and they shall remain in full force and effect.

IN WITNESS WHEREOF, this Agreement has been agreed to and executed in duplicate by both parties on this _____ day of _____, 2007.

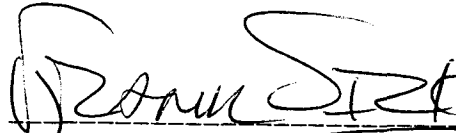
FOR SHELBY COUNTY
SECONDARY ROAD DEPARTMENT
SHELBY COUNTY, IOWA

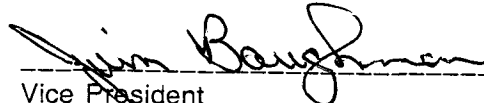

Chair
Board of Supervisors



County Engineer



Renee Von Bokern
Representative for the County

FOR SHELBY COUNTY
SECONDARY ROAD EMPLOYEES
AFSCME LOCAL 1014-2


President


Vice President


Treasurer


Secretary


AFSCME Iowa Council 61

Wage Schedule

		7/1/07						
		Start	End 6 Mo	End 1 YR	End 2 YR	End 3 YR	End 5 YR	End 10 YR
		A	B	C	D	E	F	G
4%	Grade 13	\$10.94	\$11.29	\$11.65	\$12.01	\$12.41	\$12.86	\$13.31
	Grade 14	\$11.29	\$11.65	\$12.01	\$12.41	\$12.86	\$13.31	\$13.84
	Grade 15	\$11.65	\$12.01	\$12.41	\$12.86	\$13.31	\$13.84	\$14.33
	Grade 16	\$12.01	\$12.41	\$12.86	\$13.31	\$13.84	\$14.33	\$14.87
	Grade 17	\$12.41	\$12.86	\$13.31	\$13.84	\$14.33	\$14.87	\$15.34
OPER I	Grade 18	\$12.86	\$13.31	\$13.84	\$14.33	\$14.87	\$15.34	\$15.95
OPER IA	Grade 19	\$13.31	\$13.84	\$14.33	\$14.87	\$15.34	\$15.95	\$16.59
OPER II/MECH I	Grade 20	\$13.84	\$14.33	\$14.87	\$15.34	\$15.95	\$16.59	\$17.18
OPER III	Grade 21	\$14.33	\$14.87	\$15.34	\$15.95	\$16.59	\$17.18	\$17.79
OPER IV/MECH II	Grade 22	\$14.87	\$15.34	\$15.95	\$16.59	\$17.18	\$17.79	\$18.52
	Grade 23	\$15.34	\$15.95	\$16.59	\$17.18	\$17.80	\$18.52	\$19.19

Wage Schedule

		7/1/08						
		Start	End 6 Mo	End 1 YR	End 2 YR	End 3 YR	End 5 YR	End 10 YR
		A	B	C	D	E	F	G
3.50%	Grade 13	\$11.32	\$11.69	\$12.06	\$12.43	\$12.84	\$13.32	\$13.78
	Grade 14	\$11.69	\$12.06	\$12.43	\$12.84	\$13.32	\$13.78	\$14.33
	Grade 15	\$12.06	\$12.43	\$12.84	\$13.32	\$13.78	\$14.33	\$14.83
	Grade 16	\$12.43	\$12.84	\$13.32	\$13.78	\$14.33	\$14.83	\$15.39
	Grade 17	\$12.84	\$13.32	\$13.78	\$14.33	\$14.83	\$15.39	\$15.88
OPER I	Grade 18	\$13.32	\$13.78	\$14.33	\$14.83	\$15.39	\$15.88	\$16.51
OPER IA	Grade 19	\$13.78	\$14.33	\$14.83	\$15.39	\$15.88	\$16.51	\$17.17
OPER II/MECH I	Grade 20	\$14.33	\$14.83	\$15.39	\$15.88	\$16.51	\$17.17	\$17.78
OPER III	Grade 21	\$14.83	\$15.39	\$15.88	\$16.51	\$17.17	\$17.78	\$18.42
OPER IV/MECH II	Grade 22	\$15.39	\$15.88	\$16.51	\$17.17	\$17.78	\$18.42	\$19.17
	Grade 23	\$15.88	\$16.51	\$17.17	\$17.78	\$18.43	\$19.17	\$19.86

Wage Schedule

		7/1/09						
		Start	End 6 Mo	End 1 YR	End 2 YR	End 3 YR	End 5 YR	End 10 YR
		A	B	C	D	E	F	G
2%	Grade 13	\$11.55	\$11.92	\$12.30	\$12.68	\$13.10	\$13.58	\$14.05
	Grade 14	\$11.92	\$12.30	\$12.68	\$13.10	\$13.58	\$14.05	\$14.61
	Grade 15	\$12.30	\$12.68	\$13.10	\$13.58	\$14.05	\$14.61	\$15.13
	Grade 16	\$12.68	\$13.10	\$13.58	\$14.05	\$14.61	\$15.13	\$15.70
	Grade 17	\$13.10	\$13.58	\$14.05	\$14.61	\$15.13	\$15.70	\$16.19
OPER I	Grade 18	\$13.58	\$14.05	\$14.61	\$15.13	\$15.70	\$16.19	\$16.84
OPER IA	Grade 19	\$14.05	\$14.61	\$15.13	\$15.70	\$16.19	\$16.84	\$17.51
OPER II/MECH I	Grade 20	\$14.61	\$15.13	\$15.70	\$16.19	\$16.84	\$17.51	\$18.14
OPER III	Grade 21	\$15.13	\$15.70	\$16.19	\$16.84	\$17.51	\$18.14	\$18.79
OPER IV/MECH II	Grade 22	\$15.70	\$16.19	\$16.84	\$17.51	\$18.14	\$18.79	\$19.55
	Grade 23	\$16.19	\$16.84	\$17.51	\$18.14	\$18.80	\$19.55	\$20.26

Wage Schedule

		1/1/10						
		Start	End 6 Mo	End 1 YR	End 2 YR	End 3 YR	End 5 YR	End 10 YR
		A	B	C	D	E	F	G
2%	Grade 13	\$11.78	\$12.16	\$12.54	\$12.93	\$13.36	\$13.85	\$14.33
	Grade 14	\$12.16	\$12.54	\$12.93	\$13.36	\$13.85	\$14.33	\$14.91
	Grade 15	\$12.54	\$12.93	\$13.36	\$13.85	\$14.33	\$14.91	\$15.43
	Grade 16	\$12.93	\$13.36	\$13.85	\$14.33	\$14.91	\$15.43	\$16.01
	Grade 17	\$13.36	\$13.85	\$14.33	\$14.91	\$15.43	\$16.01	\$16.52
OPER I	Grade 18	\$13.85	\$14.33	\$14.91	\$15.43	\$16.01	\$16.52	\$17.18
OPER IA	Grade 19	\$14.33	\$14.91	\$15.43	\$16.01	\$16.52	\$17.18	\$17.86
OPER II/MECH I	Grade 20	\$14.91	\$15.43	\$16.01	\$16.52	\$17.18	\$17.86	\$18.50
OPER III	Grade 21	\$15.43	\$16.01	\$16.52	\$17.18	\$17.86	\$18.50	\$19.16
OPER IV/MECH II	Grade 22	\$16.01	\$16.52	\$17.18	\$17.86	\$18.50	\$19.16	\$19.95
	Grade 23	\$16.52	\$17.18	\$17.86	\$18.50	\$19.17	\$19.95	\$20.66